

AMENDMENTS TO THE CLAIMS

This listing of claims, if entered, replaces all prior versions and listings of claims in the present Application.

1. **(Currently Amended)** A method for managing data in a computing system, the method comprising:  
~~managing employee data, wherein~~  
~~the managing comprises~~  
 extracting, using the computing system, ~~employee position management~~ information in a first form ~~that is associated with a first source computerized employee position management system, wherein~~  
the first form is associated with a source system, and  
the information in the first form comprises employee position data;  
 converting, using the computing system, the ~~employee position management~~ information in the first form into ~~employee position management~~ information ~~that is~~ in a ~~second~~ an intermediate form, wherein  
the information in the intermediate form is configured to allow the  
employee position data to be imported into an employee  
position field;  
~~the second intermediate form comprises a list of employee position~~  
~~elements for defining a hierarchy of data elements,~~  
~~the hierarchy of data elements comprises a plurality of employee~~  
~~position elements, and~~  
~~the plurality of employee position elements comprises a related~~  
~~parent position element; and~~  
 converting, using the computing system, the ~~employee position management~~ information in the ~~second~~ intermediate form into ~~employee position~~ management information in a target form ~~that corresponds to a target computerized employee position management system, wherein~~  
the target form is associated with a target system, and  
the information in the target form comprises the employee position  
field; and  
importing the employee position data into the employee position field.

2. (Currently Amended) The method of Claim 1, further comprising:  
using the ~~employee position management~~ information in the target form to  
perform at least one computer-implemented act from a set of computer-  
implemented acts comprising:  
creating a new employee position management record in the target  
~~computerized employee position management~~ system; and  
updating an existing employee position management record in the target  
~~computerized employee position management~~ system.
3. (Currently Amended) The method of Claim 1, further comprising:  
extracting, using the computing system, ~~employee position management~~  
information in a third form ~~that is associated with a second source~~  
~~computerized employee position management system , wherein~~  
the third form is associated with a second source system, and  
the third form ~~that~~ is distinct from the ~~first~~ source ~~computerized~~  
~~employee position management~~ system;  
converting, using the computing system, the ~~employee position management~~  
information in the third form into ~~employee position management~~  
information ~~that is~~ in the ~~second~~ intermediate form;  
converting, using the computing system, the ~~employee position management~~  
information in the ~~second~~ intermediate form into ~~employee position~~  
~~management~~ information in the target form; and  
using the ~~employee position management~~ information in the target form to  
perform at least one computer-implemented act from a set of computer-  
implemented acts comprising:  
creating a new employee position management record in the target  
~~computerized employee position management~~ system; and

updating an existing employee position management record in the target  
~~computerized employee position management~~ system.

4. (Cancelled)
5. (Currently Amended) The method of ~~Claim 4~~ Claim 1, wherein  
~~each of the plurality of employee position elements comprises the~~  
intermediate form comprises a list of employee positions for defining  
a hierarchy of data elements comprising one or more elements  
selected from a group comprising:  
a plurality of employee position elements, wherein  
the plurality of employee position elements comprises  
a related parent position element;  
a position identifier;  
a position base data element;  
a position related division element ;  
a position related organization element; and  
a position custom data element.
6. (Previously Presented) The method of Claim 5, wherein the position base data  
element comprises one or more elements selected from a group comprising:  
a position description element; and  
a position name element.
7. (Previously Presented) The method of Claim 5, wherein the position related  
division element comprises a position related division identifier.
8. (Previously Presented) The method of Claim 5, wherein the position related  
organization element comprises a position related organization identifier.
9. (Previously Presented) The method of Claim 5, wherein the related parent  
position element comprises a related parent position identifier.

10. (Currently Amended) A computer-readable storage medium carrying one or more sequences of instructions for managing employee data, wherein execution of the one or more sequences of instructions by one or more processors causes the one or more processors to perform:
- extracting ~~employee position management~~ information in a first form ~~that is associated with a first source computerized employee position management system~~ , wherein
- the first form is associated with a source system, and
- the information in the first form comprises employee position data;
- converting the ~~employee position management~~ information in the first form into ~~employee position management~~ information ~~that is in a second~~ an intermediate form, wherein
- the information in the intermediate form is configured to allow the
- employee position data to be imported into an employee
- position field;
- ~~the second intermediate form comprises a list of employee position elements for defining a hierarchy of data elements,~~
- ~~the hierarchy of data elements comprises a plurality of employee position elements, and~~
- ~~the plurality of employee position elements comprises a related parent position element; and~~
- converting the ~~employee position management~~ information in the ~~second~~ intermediate form into ~~employee position management~~ information in a target form ~~that corresponds to a target computerized employee position management system~~ , wherein
- the target form is associated with a target system, and
- the information in the target form comprises the employee position
- field; and
- importing the employee position data into the employee position field.



11. (Currently Amended) The computer-readable storage medium of Claim 10, further comprising:  
using the ~~employee position management~~ information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:  
creating a new employee position record in the target ~~computerized employee position management~~ system; and  
updating an existing employee position management record in the target ~~computerized employee position management~~ system.
12. (Currently Amended) The computer-readable storage medium of Claim 10, further comprising:  
extracting ~~employee position management~~ information in a third form ~~that is associated with a second source computerized employee position management system, wherein~~  
the third form is associated with a second source system, and  
the third form ~~that~~ is distinct from the ~~first~~ source ~~computerized employee position management~~ system;  
converting the ~~employee position management~~ information in the third form into ~~employee position management~~ information ~~that is~~ in the ~~second~~ intermediate form;  
converting the ~~employee position management~~ information in the ~~second~~ intermediate form into ~~employee position management~~ information in the target form; and  
using the ~~employee position management~~ information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:

creating a new employee position management record in the target  
~~computerized employee position management~~ system; and  
updating an existing employee position management record in the target  
~~computerized employee position management~~ system.

13. (Cancelled)
14. (Currently Amended) The computer-readable storage medium of ~~Claim 13~~  
Claim 10, wherein ~~each of the plurality of employee position elements~~  
~~comprises the intermediate form comprises a list of employee positions for~~  
~~defining a hierarchy of data elements comprising~~ one or more elements  
selected from a group comprising:  
a plurality of employee position elements, wherein  
the plurality of employee position elements comprises a  
related parent position element;  
a position identifier;  
a position base data element;  
a position related division element ;  
a position related organization element; and  
a position custom data element.
15. (Previously Presented) The computer-readable storage medium of Claim 14,  
wherein the position base data element comprises one or more elements selected  
from a group comprising:  
a position description element; and  
a position name element.
16. (Previously Presented) The computer-readable storage medium of Claim 14,  
wherein the position related division element comprises a position related  
division identifier.

17. (Previously Presented) The computer-readable storage medium of Claim 14, wherein the position related organization element comprises a position related organization identifier.
18. (Previously Presented) The computer-readable storage medium of Claim 14, wherein the related parent position element comprises a related parent position identifier.
19. **(Currently Amended)** A system, comprising:  
a central processing unit (CPU);  
a memory, coupled to the CPU, ~~the memory further comprising~~  
~~a data structure for managing employee data, wherein~~  
~~the data structure comprises~~  
~~a list of employee position elements, stored in a second~~  
~~intermediate form, for defining a hierarchy of data~~  
~~elements,~~  
~~the hierarchy of data elements comprises a plurality of~~  
~~employee position elements, wherein~~  
~~the second intermediate form comprises a list of~~  
~~employee position elements for defining a~~  
~~hierarchy of data elements,~~  
~~the hierarchy of data elements comprises a plurality of~~  
~~employee position elements, and~~  
~~the plurality of employee position elements comprises a~~  
~~related parent position element;~~  
instructions, stored in the memory, for extracting information in a first  
form, wherein  
the first form is associated with a source system, and  
the information in the first form comprises employee position data;  
instructions, stored in the memory, for converting the ~~employee position~~  
~~management~~ information in the first form into ~~employee position~~

~~management~~ information ~~that is in the second~~ an intermediate form,  
wherein

the information in the intermediate form is configured to allow the  
employee position data to be imported into an employee  
position field; [[and]]

instructions, stored in the memory, for converting the ~~employee position~~  
~~management~~ information in the ~~second~~ intermediate form into  
~~employee position management~~ information in a target form ~~that~~  
~~corresponds to a target computerized employee position~~  
~~management system~~ , wherein  
the target form is associated with a target system, and  
the information in the target form comprises the employee position  
field; and

importing the employee position data into the employee position field.

20. (Currently Amended) The system of Claim 19, wherein ~~each of the plurality~~  
~~of employee position elements of the data structure comprises the~~  
intermediate form comprises a list of employee positions for defining a  
hierarchy of data elements comprising one or more fields representing  
elements selected from a group comprising:

a plurality of employee position elements, wherein  
the plurality of employee position elements comprises a  
related parent position element;

a position identifier;  
a position base data element;  
a position related division element ;  
a position related organization element; and  
a position custom data element.

21. (Previously Presented) The system of Claim 20, wherein the position base data  
element of the data structure comprises one or more fields representing elements  
selected from a group comprising:



a position description element; and  
a position name element.

22. (Previously Presented) The system of Claim 20, wherein the position related division element of the data structure comprises a data item configured to identify a position related division.
23. (Previously Presented) The system of Claim 20, wherein the position related organization element of the data structure comprises a data item configured to identify a position related organization.
24. (Previously Presented) The system of Claim 20, wherein the related parent position element of the data structure comprises a data item configured to identify a related parent position.